

GEBERIT

Thinking and acting in a fair manner

Geberit Code of Conduct





Dear employees

As an international company, we provide top-quality services in plumbing technology throughout the world. Our commitment is the basis for our success – both today and in the future.

The Geberit Compass sets out our most important guiding principles and basic values. One of the success factors is our corporate culture.

“Our success is based on high integrity, a strong team spirit, enthusiasm for the company, modesty, and the readiness to be able to continuously adapt ourselves to new situations.”

Every one of you contributes to our corporate culture and thus to our future success. This necessitates all of us knowing and exercising our responsibility. For this reason, we have drawn up this Code of Conduct based on our common vision. As a basis for ethically sound and lawful dealings, it is binding for all Geberit employees worldwide.

The Code of Conduct forms the basis for our daily work in a constantly changing international environment. It supports us in our endeavors to be an exemplary, reliable and fair business partner and employer at all times for all people with whom we have dealings.

Our aim is therefore to review and further develop this Code of Conduct on an ongoing basis taking account of

experience gained. Responsibility for this lies with Corporate Human Resources.

We are aware that we cannot use words to describe all possible everyday working situations and cannot simply assign corresponding written instructions. Nevertheless, we expect each of you to reflect continuously on your own actions and to guide your behavior according to the Code of Conduct. In addition, we trust that you will consult your local contact person responsible regarding any ethical questions that you may have or concerning violations noticed. We shall investigate all violations and take appropriate corrective action for the parties responsible.

After all, fair competition is only possible with fair partners.

For the Management of the Geberit Group

A handwritten signature in black ink, appearing to read "M. Baehny".

Albert M. Baehny
CEO

Rapperswil-Jona, August 2007



Geberit obliges

Adherence to the law

As a fair partner, we recognize and comply with all local, national and international laws, directives and standards.

In addition, all employees are personally responsible for adherence to internal regulations.

A sense of responsibility through awareness

Continuous awareness and training of all employees is indispensable for dealing correctly with ethical questions. We do this to ensure that we fulfill our responsibilities consciously and jointly – at all times and everywhere throughout the world.

Control

Regular checks are an essential instrument of control in all Geberit companies. The Internal Audit department plays a key role in this respect.

Without exception, we expect our employees to ensure that their own actions always conform to the internal standards of our company which, in turn, are also in line with generally accepted ethical standards. Persons noticing a violation of ethical guidelines and principles are required to report this. We recommend that you approach your local contact person responsible as a trusted third party. Naturally, any matters reported will be treated as confidential and must never be used as an instrument of repression.

Communication

We practice a policy of open and honest communication. Only in this way is trust-based cooperation possible – both internally and externally.

Our Code of Conduct is accessible to the public on the Internet. For us, it is important that our customers, investors, suppliers and other external partners know how Geberit interprets the term ethical business standards and what they can expect from the company.



A preferred employer

We take our responsibility and our role model function as a preferred employer very seriously. After all, only a healthy and practiced corporate culture can secure long-term success in a demanding environment. Our employees throughout the world form the backbone of this culture.

Protecting human dignity

No employee may be subjected to discrimination by the company or by other employees, be it on the grounds of nationality, ethnic origin, religion, gender, age or sexual orientation.

We condemn child and forced labor.

We are proud of the fact that we offer disabled people meaningful employment – either internally or within the context of external partnerships.

Our employees are free to join labor unions.

management enables the continuous realization of improvements, for example in the field of industrial safety.

Particular importance is attached to the principle of anticipation and prevention. To this end, we provide our employees with regular training on subjects related to health and safety. We ensure that your place of work and the working environment provide you with a physical and mental sense of well-being. We advise and support our employees to the best of our ability in difficult situations or cases of personal problems, if necessary through the involvement of external experts.

Health and safety at the workplace

All Geberit companies and employees are responsible for health and safety at the place of work. Strict adherence to relevant legislation and safety standards is indispensable in this respect. Any shortcomings or violations must be reported immediately and rectified as quickly as possible. Systematic

Remuneration and further training

The right employees are our most important asset. Correspondingly, we reward employees for their good performance with market-rate wages, and we guarantee equal opportunity. In addition, we encourage the personal and professional further development of our employees.

Sharing in the success of the company

Employee share ownership programs are attractive incentives and enable employees to participate in the economic success of the company.

Contributions welcome

Our management principles, as set out in the Geberit Compass, lay down how we work together.

Our employees play an active role in shaping structures and processes. In this respect, the good cooperation with local employee representatives plays a significant role.

Employee surveys and resulting measures are part of our process of continuous improvement and an expression of our ability to renew.





Conduct with integrity

Conduct with integrity is a fundamental component of our corporate culture. It determines our daily actions and dealings with each other as well as with our contacts, such as customers, suppliers and the public.

Working with modern information technology

Our employees all over the world are obliged to adhere to our guidelines when using modern information technology such as e-mail or the Internet. These guidelines define a clear and binding framework for action.

Data protection and confidentiality

Care is called for when dealing with all forms of confidential information. Company and business secrets, for example, must not be forwarded to unauthorized parties – be these external or internal. This requirement continues to apply unrestrictedly even after termination of employment.

All employees are obliged to adhere to legislation on insider dealings. The use of confidential information as a basis for dealings with securities of the company or other companies is not permitted. Corresponding information must likewise not be forwarded to other persons inside or outside of the company.

Conflicts of interest

As a contribution to the whole, we make the benefit of the company our first priority and not our own personal interests. Consequently, we expect all employees to act in an objective manner and to avoid conflicts of interest which could arise through competition between personal interests and those of Geberit.

The acceptance or offering of financial gifts is not permitted, irrespective of the amount.

This also applies for gifts in kind that go beyond reasonable limits and country-specific customs. The basis are our local expense regulations and statutory laws.



Donations and sponsoring

As a fundamental rule, we do not make donations to political parties, to political organizations or to individual persons holding political office.

We support non-political institutions, such as those involved in social matters or in environmental protection with donations in cash within reasonable, appropriate limits. With regard to aid projects, we focus above all on the principle of helping others to help themselves as a matter of conviction. We make our materials available to people in need locally and pass on our knowledge. By so doing, we contribute to a long-term improvement in the situation.

Active and passive bribery

We do not tolerate either active or passive bribery. As an active member of the international organization Transparency we are committed to high standards in combating corruption.

Auditing of the production plants and marketing companies by the internal audit department will focus on areas and aspects of possible corruption. In the event of Transparency indicating an increased risk of corruption for a country, the company concerned is subjected to a particularly intensive audit.

Dealings with other employees

We expect all employees to deal with one another free from prejudice as well as in a trusting and respectful manner. Sexual harassment and workplace bullying have no place in our corporate culture.

We encourage our employees to report all cases, irrespective of whether they are victims or witnesses.

Environmental protection out of conviction

We are an environmentally conscious company that has been committed to careful handling of energy and natural resources for many years. Through our diverse activities and forward-looking dealings, we contribute to reducing global CO₂ emissions and water shortages.

Within the context of our environmental management, we set ourselves clear objectives, thus enabling continuous improvement of our environmental performance. We include environmental criteria in all activities and decision-making processes.

We abide by the law and frequently go beyond minimum requirements.

We train and create environmental awareness in our employees throughout the world in terms of environmental aspects. We also involve customers, suppliers and other interest groups in this commitment. Only through joint efforts can this responsibility be borne constructively and lead to genuinely sustained development in the long term.

We condemn ruthless profit at the expense of the environment. Instead, we strive to achieve a harmonious balance between business, environmental and social goals.





A fair business partner

Geberit's economic environment is becoming increasingly complex and is changing rapidly. As a globally operating company with a long tradition, it is therefore also our duty to anchor the ethical principles of our dealings in relations with our business partners, above all suppliers, subcontractors and employment agencies. In this way, we create the basis for long-term and sustained cooperation.

The standards expected of our employees also apply for our business partners. Consequently, our suppliers issue an undertaking to adhere to Geberit's standards. Because of this, Geberit employees regularly make themselves aware of local working conditions during on-site visits, and check environmental and social aspects of the partner companies.

In order to continue to meet the growing challenges of the future, we are also in the process of introducing a special Code of Conduct for suppliers. This will lay down our expectations of suppliers in a clear and binding manner.

Fair competition

We are committed to fair competition in which price fixing, cartels or other anti-competition activities are not tolerated. Our employees are prohibited from becoming involved in unlawful business dealings.

Accepting social responsibility

Our innovative strength is one of our success factors. Through suitable cooperative projects, society is able to share in our ideas, our know-how and our developments.



GEBERIT

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The Code of Conduct appears as a pdf file in 14 languages and is additionally available on the Internet. The German version is binding.